ARKANSAS
LEADS
Leader Excellence and Development System

Arkansas Leader Excellence and Development System
Professional Growth Plan (PGP), Form B

Name: _____ Position :_____ Year: _____

Directions: Use the appropriate AR Leader Excellence and Development System (LEADS) Rubric when completing this Professional Growth Plan (PGP). Steps will be repeated for additional goals set.

Step 1:School or District Problem of Practice: Area for Growth A Problem of Practice includes an area of concern supported by multiple data sources and a review of current practices that may contribute to the area of concern. Data sources may include, but are not limited to, an administrator's self-evaluation, performance evaluations, surveys, and relevant school/district data. Identify an **Area for Growth** to addresses your school or district concern.	
Step 2: School / District Goal The <u>Goal</u> is stated in specific and measurable terms.	
Step 3: School-Wide / District-Wide Strategy The <u>Strategy</u> is collaboratively developed with the leadership team to address the Area for Growth (Step 1).	
Step 4: AR LEADS Standard(s) & Function(s) The selection of the <u>LEADS Standard</u>(s) and <u>Function</u>(s) aligns the school/ district leader's professional growth area with the School or District Goal (Step 2) and the School or District-Wide Strategy (Step 3).	**Standard(s)** **Function(s)**

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Step 5: Implementation and Monitoring	Theory of Action		
Establish your Theory of Action toward reaching the School Goal (Step 2) based on the Standards and Functions you have selected from The LEADS Rubric (Step 4).	Leadership Implementation Strategies	Results Indicators	Sources of Data to Monitor
	If I . . .	Then I expect to see staff . . .	Staff Data Source
		Then I expect to see students . . .	Student Data Source

Step 6: Plan of Action	Action Steps		Timeframe
List your action steps that are necessary to ensure • The accomplishment of the School Goal (Step 2) • Professional growth in the Standards and Functions (Step 4) • The successful implementation of the Theory of Action (Step 5) Please Include the timeframe for each step.			

Step 7: Reflection	Mid-year review	Progress made	Data source(s)
Analyze the progress that you are making toward the accomplishment of the School Goal (Step 2) and on your personal leadership growth on the Standard(s) and Function(s) (Step 4) you have identified. If progress is not being made, revisit your Professional Growth Plan and make the necessary adjustments.			

	End-of-year review	Progress made	Data source(s)

Our signatures below confirm we have met and established a professional growth plan for the upcoming school year.

A copy of this signature page as well as the Professional Growth Plan will be kept in the school or district leader's evaluation file for future reference.

Signature: _____Date: _____

Superintendent /Designee Signature:_____Date: _____

Revisions and Updates:

Date: _____

Date: _____

Date: _____